

EXHIBIT 9

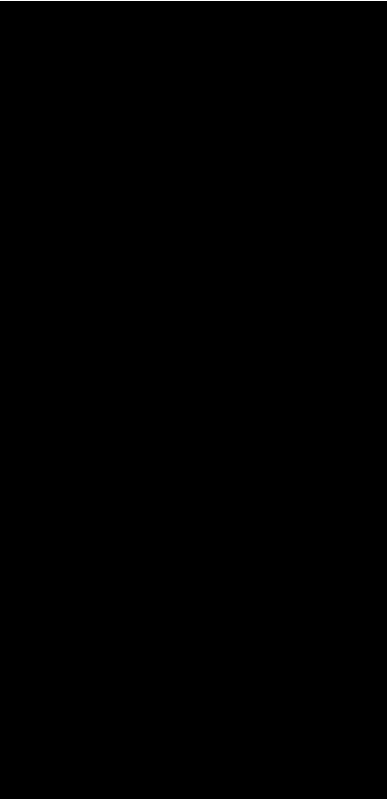
NUMBER	SUBJECT_NAME	NINE_DIGIT_EN	DOE	BUSINESS_UNIT	STATION_DEPT_BASE	JOB_CODE_DESC	DATE_OF_PD_EXECUTION	EXECUTED_PD	ALLEGATION_OUTCOME	ALLEGATION_TYPE	ALLEGATION_SUBTYPE	PRIMARY_ALLEGATION_TYPE	PRIMARY_ALLEGATION_SUBTYPE	BACKGROUND_OF_ISSUE	HIGH_LEVEL_SUMMARY	SYNOPSIS_NOTES	SHORT_DESCRIPTION	DOB	RACE
HRC2105340	1	061159700	1/16/2023	FS	JFK	Fight Attendant	8/21/2023	Termination	Substantiated	Drug & Alcohol Violations	Alcohol - Random testing	Drug & Alcohol Violations	Alcohol - Random testing	On July 28, 2023, Flight Attendant Jevoy Johnson received a positive alcohol result from a Random DOT administered test. FA Johnson's initial result was .030 and the confirmation was .025 which is greater than Delta's threshold. Additionally, FA Johnson is currently on Pll Right.	NYC FA violated Delta's Anti-Drug and Alcohol policy. Delta termed the employee.	On July 28, 2023, Substance Testing administrators notified BM Juanito Mapeled that FA Jevoy Johnson tested positive on the random DOT Alcohol test upon the return of DL 49 AMS/JFK. FA Johnson had a positive result of .030 on the first test and .025 on the second. NYC Leadership subsequently suspended FA Johnson that day.	Report misconduct	8/6/1997	Two or more

Report Number	Date Opened	First Name	Last Name	CC_Final Disposition	CC_Infract	CC_Infract Description	CC_Term Description	Date Of Employment	CC_Department	CC_Division	CC_Employee Status	CC_Grade	CC_PPB	CC_Reason For Action	CC_Station	Termination Date	CC Title	JOB_CODE_DE SC	POSITION_DESC	DOB	RACE
2021-7-117	7/7/2021 6:0	2		TERM	DA-DRUG AND ALCOHOL-3	POSITIVE ALCOHOL - F/U	On June 14, 2021, Flight Attendant Shelly Dahlwang was sent for substance testing in compliance with her continuing care agreement. Ms. Dahlwang returned a positive result for alcohol for her initial and follow up tests. Due to Ms. Dahlwang's violation of Delta's Anti-Drug and Alcohol policy, In-Flight Service recommends termination of her employment.		6100	Inflight Services	R	FLT ATT	050607100	Y3 - VOL RETIRE w/o SPCL PROGRAM	JFK_NY_New York City Kennedy	8/17/2021 0:00	99999999 -	Fight Attendant		10/11/1965	White
2020-12-99	12/28/2020 7:28	2		TERM	DA-DRUG AND ALCOHOL-3	POSITIVE ALCOHOL - REASONABLE SUSP (DOT)	On December 14, 2020, EE arrived over an hour late to her CQ training in SLC and appeared to be intoxicated. She fell and was taken to a nearby hospital for examination and testing. The results of EE's test showed that she was positive for alcohol in her system. EE's alcohol test results were 0.337 and 0.294. EE was suspended effective December 15, 2020.		6100	Inflight Services	R	FLT ATT	050607100	Y3 - VOL RETIRE w/o SPCL PROGRAM	JFK_NY_New York City Kennedy	8/17/2021 0:00	99999999 -	Fight Attendant		10/11/1965	White
2019-9-5149	8/2/2019 11:36	3			DA-DRUG AND ALCOHOL-3	DRINKING WITHIN EIGHT HOURS	EE admitted to drinking within 8 hours	3/26/2019 0:00	6100	Inflight Services	T	FLT ATT	057480000	VW - Involuntary Term Performance	JFK_NY_New York City Kennedy	8/30/2019 0:00	99999999 -			9/26/1996	Two or More Races
2021-11-13965	11/18/2021 11:39	JOAN	HARVEY	TERM	DA-DRUG AND ALCOHOL-3	DRINKING WITHIN EIGHT HOURS	On October 20, 2021, NYC FA Joan Harvey was observed consuming alcohol on her ACC (Accra, Ghana) layover in the hotel pool area within 8 hours of her report time. The Captain observed this as well as another FA. When the Captain confronted FA Harvey directly, she stated that she only had 'a few sips' of the beer and cited confusion about whether the rule was 4 hours or 8 hours. When an IPS Base Manager and an OCC Manager spoke with FA Harvey via telephone, she stated that the beer belonged to her friend (non-Delta) and denied drinking it. Note, the Captain and FA who observed her never witnessed another individual present. Additionally, FA Harvey later stated that she was consuming non-alcoholic cider. In-Flight Service recommends termination of FA Harvey's employment.	10/23/1991 0:00	6100	Inflight Services	R	FLT ATT	057876700	Y3 - VOL RETIRE w/o SPCL PROGRAM	JFK_NY_New York City Kennedy	12/1/2021 0:00	99999999 -			3/23/1995	Black
2023-8-223	8/17/2023 9:47	1			DA-DRUG AND ALCOHOL-3	POSITIVE ALCOHOL - RANDOM (DOT)	On July 28, 2023, Flight Attendant Jevoy Johnson received a positive alcohol result from a Random DOT administered test. FA Johnson's initial result was .030 and the confirmation was .025 which is greater than Delta's threshold. FA Johnson admitted to drinking alcohol while on duty. Additionally, FA Johnson is currently on Fly Right. Due to FA Johnson's violation of Delta's Anti-Drug and Alcohol policy, and being under Fly Right, Inflight Service recommends termination of his employment.	1/16/2023 0:00	6100	Inflight Services	I	FLT ATT	061193700	VQ - Short Term	JFK_NY_New York City Kennedy		32064629 - Fight Attendant	Fight Attendant		9/26/1996	Two or More Races
2022-5-154	5/17/2022 4:3	4		ACA	DA-DRUG AND ALCOHOL-3	POSITIVE ALCOHOL - RANDOM (DOT)	On May 3, 2022, Flight Attendant Kerri Scala received a positive alcohol result from a Random DOT administered test. FA Scala's initial result was 0.025 and the confirmation was .019. Due to Ms. Scala's violation of Delta's Anti-Drug and Alcohol policy, Inflight Service recommends termination of her employment.	6/17/1997 0:00	6100	Inflight Services	A	FLT ATT	018448000	Y2 - Return from Suspension	JFK_NY_New York City Kennedy		30184480 - Fight Attendant	Fight Attendant	Fight Attendant	12/19/1970	White
2019-9-576	9/13/2019 6:35	5			DA-DRUG AND ALCOHOL-3	POSITIVE ALCOHOL - REASONABLE SUSP (DOT)	tested positive on 9/1/19	3/26/2019 0:00	6100	Inflight Services	T	FLT ATT	057791300	VW - Involuntary Term Performance	JFK_NY_New York City Kennedy	9/24/2019 0:00	99999999 -			8/28/1985	White
2022-10-17	10/28/2022 6:38	6		TERM	DA-DRUG AND ALCOHOL-3	POSITIVE DRUG - REASONABLE SUSP (DOT)	On 10/09/22, Flight Attendant Blanche Stephens received a positive alcohol result after the administration of reasonable suspicion testing was conducted. FA Stephens's initial result was 0.109 and the confirmation was 0.116. Due to FA Stephens's violation of Delta's Alcohol policy, In-Flight Service recommends termination of her employment.	3/21/2001 0:00	6100	Inflight Services	R	FLT ATT	050603300	WU - Retire in Lieu Performance	JFK_NY_New York City Kennedy	12/1/2022 0:00	99999999 -			4/9/1959	Black

SUB CATEGORY	E/N	NAME	HR STATUS	EVENT CREATION EMPLOYEE BASE	SUBMITTED BY E/N	SUBMITTED BY NAME	CONVERSATION DATE	PD EVENT DATE	STATUS	PD EXPIRATION DATE	PD TYPE DESCRIPTION	USER COMMENT TEXT	MODIFIED COMMENT TEXT	SUBMISSION DATE	UPDATED DATE	RECORD STATUS	RACE	DOB
		7										A CAN was issued to Samad by FSM Adrienne Babcock and BM David Gilmartin for a Failure to be Available when he was unable to be contacted for a 3 day domestic rotation on his ADays. On January 12th and 13th, Samad showed up at the ATL terminal with the appearance of intoxication. On 1/13, Samad agreed to go to an alcohol rehabilitation facility in Helen, GA. Samad completed his treatment and was advised we are all supportive of him but he needs to be held accountable for his actions. Samad was reminded that he was not contactable for 48 hours leaders to contact with emergency contacts and a call to the Rozeel, NJ PD by leadership with a completion of a missing person's report. Samad appeared to take full responsibility for his actions and he appeared to be in a very good place after the meeting.						
Comportment/Conduct, Failure to Cover/be Available	000039763		A	NYC	0000180561	GILMARTIN, DAVID	3/10/2022	1/11/2022	ACTIVE	3/10/2024	Corrective Action Notice			9/11/2022 5:55 AM	9/11/2022 5:55 AM	Complete	Black	3/4/1985
Positive Substance/Alcohol Result	000067115	8	T	NYC	0000897033	LITTLE, ELAINE	8/15/2019	8/14/2019	INACTIVE	8/31/2019	Suspension	FA was suspended.		8/16/2019 4:27 PM	8/16/2019 4:27 PM	Complete	White	2/17/1995
		9										FSM Larry B and BM Ileana B contacted Jason and conducted suspension meeting over the phone. We discussed the reason for the call and gave Jason the opportunity to share with us if he had any questions or concerns. We offered EAP, and Peer Support, since we want to be supportive of his situation and he is still part of Delta while we review his employment.						
Positive Substance/Alcohol Result	000043581		T	NYC	0000915182	BONFANTE, ILEANA	11/16/2022	10/31/2022	ACTIVE		Suspension			11/17/2022 8:27 PM	11/17/2022 8:27 PM	Complete	White	6/9/1982
		10										This morning NYC FA David Catron met with NYC Base Director Edwin Avelar, NYC FSM David Williams, via conference call, and NYC FSM Adrienne Babcock with regards to a positive substance testing notification that Delta received on September 22, 2020. BD E. Avelar informed FA Catron that a reviewed for continued employment is being conducted, and he will remain suspended until a decision is made regarding continued employment.						
Positive Substance/Alcohol Result	0000802432		T	NYC	0000606400	AVELAR JR, EDWIN	9/23/2020	9/23/2020	INACTIVE	10/8/2020	Suspension			9/23/2020 1:18 PM	9/23/2020 1:18 PM	Complete	Two or more races	12/20/1982
		10										FSM David Williams and FSM Horace Winston met with FA David Catron via Phone. FSM David W advised FA David C the results of the completed investigation. FSM David W explained the decision had been made to terminate your employment with Delta for reasons discussed on September 22, 2020. FA David C was given the option to resign. FA David C stated he let me know his decision within the allotted 72 hrs. FSM David read the letter in its entirety. FA David C was sent a copy via email, and he confirmed the receipt of his letter.						
Positive Substance/Alcohol Result	0000802432		T	NYC	0000368588	WILLIAMS, DAVID C	10/9/2020	9/22/2020	ACTIVE		Termination			10/9/2020 8:42 PM	10/9/2020 8:42 PM	Complete	Two or more races	12/20/1982
		11										Today we were informed by Substance testing that Dominique tested positive for Alcohol at 0.032 & 0.028 after landing from ATL this morning. She was chosen for a random DOT test. Adrienne and I met with Dominique and we went through the SUSP checklist and took her accountable items as well as issued her the attached Suspension letter. She was put on the phone to RFU/EAP to and offered a private space to rest before her flight to SFO. FSM Adrienne escorted her home on the flight.						
Positive Substance/Alcohol Result	0000958943		I	NYC	0000197253	BELAM, DANIEL	11/8/2020	11/8/2020	INACTIVE	2/16/2021	Suspension			11/8/2020 9:23 PM	11/8/2020 9:23 PM	Complete	Black	1/18/1992
		11										BM Kevin, Suzy, and I met with Dominique today. She is in good spirits and is eager to return. Dominique has agreed to the conditional reinstatement, understands the FCAN, appreciates the support, and looks forward to returning. Kevin is advised that she has completed her alcohol screening.						
Positive Substance/Alcohol Result	0000958943		I	NYC	0000160680	NG OLIVA, KIMBERLY	2/17/2021	2/9/2021	ACTIVE	2/17/2024	Final Corrective Action Notice			2/18/2021 3:30 AM	2/18/2021 3:30 AM	Complete	Black	1/18/1992
Positive Substance/Alcohol Result	0000958943		I	NYC	0000418986	BABCOCK, ADRIENNE	9/30/2022	2/17/2021	INACTIVE	10/27/2022	FCAN Follow Up Discussion			10/28/2022 7:35 PM	10/28/2022 7:35 PM	Complete	Black	1/18/1992
		2										We had a meeting with Shelly where she was offered a conditional reinstatement or resignation in lieu of termination. Shelly wanted to be conditionally reinstated and also completed a Delta-approved treatment program. Shelly was given a CCA and an FCAN. She understood the implications of her actions and agreed to fully comply with all the requirements of the CCA and FCAN.						
Positive Substance/Alcohol Result	0000506071		R	NYC	0000053727	RAGHUNANDAN, DON	4/23/2021	12/14/2020	ACTIVE	4/23/2024	Final Corrective Action Notice			4/27/2021 1:44 AM	4/27/2021 1:44 AM	Complete	White	10/11/1965
		2										Met with FA Dahlwang on 12/15/20 at 1245 PM to discuss her positive alcohol test. The FA stated that she reported for CQ in SLC and was intoxicated because she was drinking the night before. The FA fell at the training center and was taken to the hospital, where she was breathalyzed due to reasonable suspicion. The test result was positive. The FA was then taken to the hotel where she rested for the night. On her flight to ATL, the FA was nervous and also admitted to having a glass of wine. During the course of the meeting, FA meeting was apologetic and sobbing.						
Failure to Cover/be Available, Positive Substance/Alcohol Result	0000506071		R	NYC	0000897033	LITTLE, ELAINE	12/15/2020	12/14/2020	INACTIVE	4/21/2021	Suspension		Included reliability category	1/8/2021 9:56 PM	1/8/2021 10:00 PM	Complete	White	10/11/1965
		2										After receiving a call from IPS OCC stating FA had tested positive for alcohol. Myself and FSM Williams picked up FA and brought her back to the lounge to go over the next steps. She was advised that she will be suspended and was asked to write a statement. All accountable items were retrieved and FA was escorted to check in order to check in for her flight. Positive space was given to go home to Knoxville.						
Positive Substance/Alcohol Result	0000506071		R	NYC	0000777839	GRANDISON, SILVANA	6/24/2021	6/24/2021	ACTIVE		Suspension			6/24/2021 2:51 PM	6/24/2021 2:51 PM	Complete	White	10/11/1965
		12										FSM Hambleton, Hollister, and Barry met with FA Decastro-Souza to conduct a suspension meeting on 1/15/23 following a reasonable suspicion and positive blood alcohol test. FA Decastro-Souza was receptive and apologetic during the suspension meeting. FA was read the suspension letter in its entirety and provided with a copy of his suspension letter and information pertaining to EAP resources. FA was given an opportunity to provide an additional statement to which he declined. The meeting concluded by retrieving FAs accountable items and providing copies of his previously obtained statements. FA was provided hotel room and positive space travel to LGA on 1/16/23						
Positive Substance/Alcohol Result	0000899120		T	NYC	0000186267	HAMBLETTON, STEVEN	1/15/2023	1/15/2023	ACTIVE		Suspension			1/16/2023 4:26 AM	1/16/2023 4:26 AM	Complete	Latino	11/23/1976
Positive Substance/Alcohol Result	0000412315		R	NYC	0000897033	LITTLE, ELAINE	11/22/2019	10/24/2019	INACTIVE	1/12/2020	Suspension			11/22/2019 6:38 PM	11/22/2019 6:38 PM	Complete	White	7/23/1989
Positive Substance/Alcohol Result	0000412315		R	NYC	0000897033	LITTLE, ELAINE	1/13/2020	10/24/2019	ACTIVE		Termination			1/13/2020 9:09 PM	1/13/2020 9:09 PM	Complete	White	7/23/1989
												Suspension meeting was conducted by a FSM and Base Manager. On October 20, 2021, Flight Attendant Joan Harvey was observed by the Captain on her ACC (Accra, Ghana) layover in the pool area having lunch while sleeping on a beer within 8 hours of her report time. The observation took place between 1530-1600 in ACC. The scheduled departure of flight 157 (ACC-JFK) was at 2225 and the pickup time was 2025. A flight attendant on Joan's rotation witnessed Joan in the pool area with a beer that had been spilled. The Captain promptly notified the Purser on rotation 1051 of 10/18/21. The Captain and the Purser called a Base Manager in NYC to report the situation. The Base Manager called the OCC Manager and placed a joint call to Joan to notify her of the observation and to notify her that she would be headed back to JFK on flight 157. Joan was advised by the Purser before the BM and the OCC Manager contacted her about this serious concern.						
FAA Violation	0000578767	HARVEY, JOAN O	R	NYC	0000808832	SOONANAN, KRISHDATH	10/22/2021	10/20/2021	ACTIVE		Suspension			10/27/2021 7:32 PM	10/27/2021 7:32 PM	Complete	Black	3/24/1955
		1										FSM Karisma and BM Juanito met with FA Jevoy to suspend his employment with Delta and review for continued employment because of DOT Drug and Alcohol Failure on 7/28/23. FA Jevoy was advised that his FSM Llover will be following up with him weekly. FA Jevoy was provided the EAP information and encouraged to reach out.						
Positive Substance/Alcohol Result	0000611937		T	NYC	0000721281	MAPALAD, JUANITO B	7/28/2023	7/28/2023	ACTIVE		Suspension			7/28/2023 10:00 PM	7/28/2023 10:00 PM	Complete	Two or More Races	8/6/1997

[illegible]

Positive Substance/Alcohol Result	0000256737	18	T	NYC	0000197253	BELAM, DANIEL	7/25/2019	7/19/2019	INACTIVE	8/13/2019	Suspension	Today we met with Corrie to receive a statement and suspend her due to positive test result for a substance. She was very calm and professional and gave a detailed statement and police report to us. She handed in her: Cabin Key, Parking Card, Parking Hang Tag, Skipper, Delta Crew ID card and ICM card.	Complete	7/26/2019 1:30 AM	8/15/2019 8:55 PM	Complete	Latino	4/17/1991
Positive Substance/Alcohol Result	0000056737	18	T	NYC	0000197253	BELAM, DANIEL	8/14/2019	8/14/2019	ACTIVE		Termination	Today myself and FSM Genie met with Corrie to terminate her employment or offer resignation, she did not offer during the meeting to resign and would be seeking EO/CRP		8/15/2019 8:58 PM	8/15/2019 8:58 PM	Complete	Latino	4/17/1991
Positive Substance/Alcohol Result	0000519112	19	T	NYC	0000721281	MAPALAD, JUANITO B	2/3/2023	2/2/2023	ACTIVE		Suspension	SM J. Mapalad and FSM A. Lozano met with Kyle virtually to discuss his recent DOT regulatory requirements not being met due to DOT positive test results. Kyle was informed that his employment is suspended effective 2/3/2023, provided Kyle with EAP and RL, walked Kyle through the process of unpaid suspension, travel benefits suspension, COBRA Coverage, Delta Rewards redemption and required statement from him due by the COB of 2/3/2023. Kyle was also advised that his FSM will be connecting with him on a regular basis for updates.		2/3/2023 3:21 PM	2/3/2023 3:21 PM	Complete	White	2/26/1993

<u>Name</u>	<u>AGE</u>	<u>DOB</u>	<u>Race</u>	<u>Tested</u>	<u>Outcome (1st offense)</u>
		26	8/6/97 2+	Yes	Terminated
		27	9/26/96 2+	?	Terminated
		41	12/20/82 2+	Yes	Terminated
		38	3/4/85 Black	?	Corrective Action
		35	7/17/88 Black	Yes	Suspended
		31	1/18/92 Black	Yes	Suspended
		31	7/10/92 Black	Yes	Suspended
		64	4/9/59 Black	Yes	Terminated
		68	3/25/55 Black	No	Terminated
		46	11/23/76 Latino	Yes	Suspended
		32	4/17/91 Latino	Yes	Terminated
		28	2/17/95 White	Yes	Suspended
		30	2/26/93 White	Yes	Suspended
		41	6/9/82 White	Yes	Suspended
		55	3/10/68 White	Yes	Suspended
		50	10/10/73 White	Yes	Suspended
		52	12/19/70 White	Yes	Suspended
		58	10/11/65 White	Yes	Suspended
		38	8/28/85 White	Yes	Terminated
		64	7/23/59 White	Yes	Terminated



To: [REDACTED] DOE 7/21/1997
 From: [REDACTED] Field Service Manager - ATL
 Date: July 31, 2023
 Re: **Final Corrective Action Notice - Conduct**

Sylvia on June 12, 2023, you were selected for a Random Alcohol Test after completing flight DL104 GRU to ATL. This test produced a positive result for alcohol with a level that violates Delta's company policy. A secondary test was performed which also produced a positive result for alcohol with a level that violates Delta's company policy. Per the guidelines this conduct is serious and has led to you receiving this Final Corrective Action Notice. Delta does not tolerate this type of behavior.

Sylvia, your recent conduct, is unacceptable. Therefore, you are now being given a Final Corrective Action Notice. Immediate and lasting improvement in your conduct is needed. Failure to improve or any further infraction of Company policy or failure to meet Company requirements will result in a recommendation for termination of your employment.

As a result of you receiving this Final Corrective Action Notice, you will be removed from the Purser program effective immediately. You will remain ineligible to participate in the Purser program for the next 36 months, while this Final Corrective Action Notice remains active in your file. Your removal is in accordance with Delta's Performance Development Guidelines. As you work towards lasting improvement in your performance, any promotions, or special assignments that you bid for within In-Flight Service remains subject to file review for the next 36 months from the date of this notice. As discussed in the In-Flight services Handbook, you will not automatically be placed back into the Purser program upon successful completion of the Final Corrective Action Notice period. Rather, you may reapply to the Purser Program, subject to a need for Pursers in the respective FA base, Purser Initial Training availability and successful completion of the Purser Initial Training selection process (interview and training).

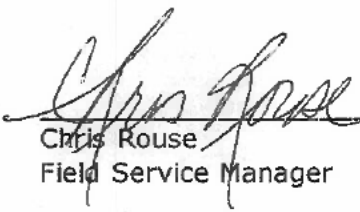
Also, you will have a meeting with your manager every six (6) months for the duration (36 months) of this Final Corrective Notice in order to support you as you work towards lasting improvement. Once scheduled, it is your responsibility to attend the meeting. In addition to the meeting with your manager every 6 months, you will be given a random drug test during the next 36 month or for the life of this FCAN.

Sylvia, it is imperative that you realize the seriousness of your situation and take immediate steps to improve your conduct. I am confident you will not let something like this happen again. We expect you to take whatever steps are necessary to immediately improve your conduct. Please remember I am available to assist you in any way possible, but the ultimate responsibility for improvement is yours.

You may utilize the Open Door policy to discuss this Performance Development, and if you do decide to, your HR manager can help you contact the appropriate IFS leader.


If you would like to appeal this performance development, the Conflict Resolution Process (CRP) may be the avenue to explore. Some cases are not CRP eligible, so please contact the CRP Gatekeeper at crp.ifs@delta.com for more information.

As a reminder, the Employee Assistance Program and WorkLife Services can be reached at 800-533-6939.


Chris Rouse
Field Service Manager

7/31/2023

I have read and fully understand the contents of this letter.


7-31-23
/ Date

cc: Manager
Personnel File
HR

CONFIDENTIAL

Delta 001067

Attention: Suzi Kibbles

DELTA AIR LINES SUBSTANCE ABUSE RECOVERY PROGRAM

CONTINUING CARE AGREEMENT

Employee Name: [REDACTED] Employee ID: [REDACTED]
 Work Phone: [REDACTED] Division: [REDACTED]
 Home Phone: [REDACTED] Department: 6110
 Cell Phone/Pager: [REDACTED] Station: ATL
 Safety Sensitive Job: Indicate yes or no ___yes___ Job Title: Flight Attendant

Meeting Participants:
 Department Leader: [REDACTED]
 HR Generalist: [REDACTED]
 EAP: [REDACTED]
 Other: [REDACTED]

Agreement Type:
☐ Voluntary Alcohol/Rx Drug
☐ Voluntary Recovery Option (VRO)
☒ Positive Alcohol Test

Agreement Start Date: 7/31/2023 Completion Date: 7/31/2024

I am responsible for the implementation of this plan and for making use of any suggested services.

1. I have been cleared to return to work by my treating provider/facility on 7/28/2023 and I have presented appropriate documentation to Delta management, if needed.
2. I agree to completely abstain from any controlled mood-altering drugs (alcohol, sedatives, stimulants, narcotics, over-the-counter drugs, etc.) except on the approval of my treating provider(s). I agree to sign a release of information with my treating provider(s).
3. I will attend individual treatment per recommendations set forth by my provider(s) and complying with any additional treatment recommendations set forth by my provider(s).
4. I commit to attending 12 step recovery meetings of Alcoholics Anonymous (AA), Cocaine Anonymous (CA), or Narcotics Anonymous (NA) during the next 6 months for a minimum of 2-4 time(s) per week. I will select a home group within three (3) months of discharge from treatment.
5. I agree to select a temporary sponsor within two (2) weeks of this agreement and locate a permanent sponsor within six (6) weeks.
6. I understand that if I transfer to another area or station, it is my responsibility
 - a) to inform my new manager that I am in the Substance Abuse Recovery Program and my status as of that date;

- b) to provide the EAP with my new supervisor's name and phone number as well as my new department/station and contact information.
7. I agree to contact my EAP no less frequently than every 1 month(s) the first six months and every 2 month(s) thereafter for the duration of this agreement. I understand that the EAP is available for additional support if I am willing to ask.
8. I understand that follow-up testing to ensure abstinence may be part of my recovery plan and I agree to submit to breath alcohol level tests and/or drug screens as required.

Testing Category (check one)

☒ **DOT Follow-Up Testee:**

You are subject to a program of follow-up testing, as determined by the Substance Abuse Professional (SAP). The tests will be unannounced and spread reasonably throughout the testing period. The testing program is confidential, and neither the SAP nor the employer can divulge the testing schedule to you. Department of Transportation (DOT) regulations allow the SAP to extend this follow-up testing program up to five years. During this time you continue to be subject to all other DOT tests, including random, post-accident, and reasonable suspicion.

☐ **Company Policy Follow-Up Testee:**

You are subject to a program of follow-up testing, as determined by the Substance Abuse Professional (SAP). The tests will be unannounced and spread reasonably throughout the testing period. The testing program is confidential, and neither the SAP nor the employer can divulge the testing schedule to you. "Delta Air Lines" policy allows the SAP to extend this follow-up testing program up to five years. During this time you continue to be subject to all other NON DOT tests, including post-accident and reasonable suspicion.

On 7/31/2023, I participated in a return to work conference and agreed to the terms specified in this continuing care agreement. Periodically, my continuing care plan will be reviewed, progress will be noted, and this agreement may be updated.

I will meet with this group (or their representatives) to discuss my progress in three (3) months, on or about October 2023. I will meet again with this group in six (6) months, on or about January 2024. During these meetings my progress in recovery, adherence to this agreement, and my workplace reliability and performance will be discussed.

7/31/23
(EFFECTIVE DATE)

This EAP agreement is be kept in a confidential, secure location outside the Delta employee file.